

HISPANIC DIVERSITY WORKING GROUP

MEETING MINUTES

Retreat--March 26-27

I. March 26

A. Mick Trujillo, DVO, gave the retreat opening speech.

He said HDWG is an advisory group, the ears and conscience of the organization, and is to make recommendations to DVO to improve the Lab and make LANL the employer of choice.

He also mentioned activities by the Diversity Alliance include a memorandum of understanding to the foundation to promote activities that are profit making, dollars for scholars, John Browne want to be the diversity champion, statistics from the Big Five diversity efforts.

Mick also spoke about Lab Leadership Council, Grants, Promote Anti-Divism, Compliance, Affirmative Action, Individual Performance Plans, Division Director Performance Safety, American Disabilities Act, EEOC.

B. Gina Rey, 1997 chair, initiated the election of officers.

Elected officers for 1998 and their interests were:

Robert Gonzales, Chair
Leonard Romero, Vice-Chair
Jolyn McTeigue, Secretary
Yvonne Gonzales, Assistant Secretary
Alfonso Jaramillo, Assistant Secretary
Santiago Rodriguez, Treasurer

C. Wanda Ross-Padilla, facilitator, began our working session with a quote by Margaret Meade, "Where change is concerned, never underestimate the power of a small group of committed people."

D. Reports from Special Groups

1. Climate Survey--Lorraine Segura. This climate survey was developed out of the 1996 retreat in Highlands. It began as one that would survey Hispanic employees and has grown and been adopted by DVO to be a Lab-wide Diversity Survey. Solicitations were sought from all groups. Issues include promotion, hiring policy and practices, pay equity, contractor vs non-contractor issues, technical vs TSM vs support issues,

performance evaluations, age, higher education benefits, child-care and ESH. A consultant will fine tune the committee's final version of the survey in April.

The objective of conducting the survey is to dispel with hearsay and provide real data on the issues noted. Recommendations on action items will be written to John Browne and the progress monitored.

2. Diversity Initiatives Inventory--Armando Vigil. The committee is led by Dwight Herrera, NMT. The Lab-wide goal is to assess issues on diversity to know who is doing what. The survey was sent to division directors to fill in. Divisions with good diversity records include NMT and ESA. Bad records are drawn by TSA and NIS divisions.

A review of the student special programs revealed the following statistics:

High School Coops: 64% (reflective of the communities)

Undergraduate Students: 35% (disturbing--down from 45% in 94; should be high)

Graduate Research Students: 9.9% (students are often paid well as 3rd-year college student techs, they are not motivated to pursue graduate degrees; incentives are needed)

Post Docs: 4.4% (can transition from this to permanent employee)

Committee plans to ask Marion Timm to, together, present the inventory findings and recommendations to John Browne.

Action Items: Publish, on a consistent basis, the salary and diversity compliance reports for LANL and contractors; Committee should produce a second annual report

3. Transition--Carlos Garcia. Carlos eloquently addressed our need to reflect upon and act upon HDWG's Strong Diversity to pursue a common goal and opportunities for a wide class of people; Relationships with DVO, HR, EEO, other diversity working groups; other Hispanic organizations to form collaborations; Recollections of lessons learned in order to advise on how to fix the system where broken; Future focus to include preparing the next generation of scientists through education and to network and cooperate with business to help the nation's and region's economy. Carlos closed by saying, "Ha sido un orgullo y un placer estar con este grupo de diversidad."

4. Addressing Underutilization of Hispanics at LANL--Bennie Martinez. Give upper management advice on what to do to promote more Hispanics to upper management positions like TSM and SSM. Address the needs of the 1,700 Hispanics at LANL. He held a career enrichment workshop. It lacked good attendance and some suggested that employees are interested but can't leave because of special projects or don't want to be labeled as radical and risk being placed on the next RIF list. He suggests it is important to instill pride and motivation to address underutilization so those Hispanics promoted can open doors to help others.

E. Suggestions from the News bulletin announcement.

1. Right to address grievance issues
2. Community outreach opportunities to Mexican immigrants and Hispanic gays and lesbians; taking diversity awareness workshop
3. Pay equity; classification of jobs; work toward consistent proactive hiring practices

F. Charter Discussion and suggestions for modifications. A decision on the final version of the charter will be discussed and voted on at the 4/9 HDWG meeting.

G. Action Planning Activity led by Wanda.

1. We started with the end in mind by stating what we want the HDWG to have accomplished by the end of the year.
2. We evaluated the Strengths, Weaknesses, Benefits and Dangers of the HDWG.
3. We committed to writing the following commitment: **To Increase the Utilization and Promotion of Hispanics at all levels (at LANL and the Big Five)**
4. We brainstormed on what tasks must be done to meet that commitment
5. We drafted categories for the top goals shared by groups
 - a. **Diversity Education for HDWG and Employees:** Camille Bustamante, Alfonso Jaramillo
 - b. **Promotion and Education of Internal and External Employees:** Richard Castro, Camille Bustamante, Cathy Martinez, Eileen Vela, Leonard Romero
 - c. **Diversity Promotion to Management:** Ubaldo Gallegos, Myra Martinez, Bennie Martinez, Jolyn McTeigue, Josie Saiz
 - d. **Marketing Strategy for HDWG and Diversity:** Yvonne Gonzales, Alfonso Jaramillo, Teresa Salazar
6. We met to discuss priorities of each group in meeting the commitment

II. March 27

A. Established a Time Line for Specific Activities in 2-month intervals, being aware of budget constraints, Envisioning Victory, and Deciding on Launch Activities, assigning a responsibility to each member. We reported back to the whole HDWG membership.

B. Hispanic Heritage Month. Camille Bustamante was unanimously voted as Chair and Alfonso Jaramillo was unanimously voted as Vice-Chair of the HHM Committee.